

**Equality, Diversity and Inclusion Action Plan 2019 - 2020**

**Our Action Plan** Depaul UK is committed to ensuring our staff, volunteers and partners feel respected, valued and celebrated for the broad range of life experience, skills and knowledge they bring to our organisation. It is this spectrum of experience, knowledge and skills, coupled with an open-minded and creative approach to our work that enables us to provide supportive, client-led, responsive services to our diverse group of clients.

We promise to create environments that encourage our clients to feel safe, valued, respected and free to be themselves.

We will employ, train and retain talented staff who support our commitment to equality, diversity and inclusion.

We will challenge discrimination, take action where necessary and promote inclusiveness and equality to provide environments where all of our stakeholders feel welcomed, included and valued.

Our Equality, Diversity and Inclusion Statement is upheld and implemented by the application of our equalities related policies and procedures and this action plan.

**Our Objectives** Following our Investors in Diversity survey in 2018 we have identified 3 objectives which will ensure we continuously improve equality, diversity and inclusion at Depaul UK.

1. To continue acting upon feedback from our clients, ensuring we continue to understand their diverse needs and respond to these through providing our people with the right support, frameworks and expertise that they need
2. To provide our people with interactive, creative and engaging learning and development opportunities to increase and embed their skills, knowledge and confidence to ensure positive outcomes for our diverse client group; and
3. To review, and implement best practice into, our policies, procedures and working practices to ensure they support and encourage a diverse, and inclusive working and living environment.

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| **2019 Priorities: Action Plan** | **Linked Objective** | **Owned by** |
| Recruit a Client Involvement specialist to further improve the impact of the “client voice” at Depaul | 1 | Executive Director for Operations |
| Recruit an Equality, Diversity and Inclusion Officer to drive forward the EDI action plan | 1, 2 & 4 | Executive Director for People and Organisational Development |
| Roll out a programme of training to all employees to increase understanding of FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement), unconscious bias and protected characteristics | 2 | Executive Director for People and Organisational Development |
| Roll out localised learning opportunities to increase the knowledge and confidence of our staff, enabling them to discuss mental health more openly | 2 | Executive Director for Operations |
| Review our recruitment process, including EDI monitoring at recruitment stage, and implement changes that reflect best practice | 2 | Executive Director for People and organisational Development |
| Expand the EDI Champions group to ensure equal representation across the regions, and equip the group with the skills to deliver regional workshops, facilitated discussions and training sessions | 1 & 2 | Executive Director for People and Organisational Development |
| Review our internal policies and procedures to ensure they reflect our commitment to Equality, Diversity and Inclusion | 3 | Executive Director for People and Organisational Development |
| Sustain our awards and accreditations: Investors in People and Investors in Volunteers; Achieve Investors in Diversity and Living Wage Employer status | 1, 2 & 3 | Executive Director for People and Organisational Development |

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| **2020 Priorities: Action Plan** | **Linked Objective** | **Owned by** |
| Review our selection process, and implement changes that reflect best practice, so that we can work to recruit a a staffing body that reflects the diversity of our client group | 3 | Executive Director for People and Organisational Development |
| Review the volunteer induction and training package and roll out an improved package of training, with a particular focus on the Depaul Values and commitment to Equality, Diversity and Inclusion | 2 | Executive Director for People and Organisational Development |
| Become a recognised “Disability Confident” organisation, via the Disability Confident scheme | 3 | Executive Director for People and Organisational Development |
| Review the induction package for TUPE staff, with a particular focus on the Depaul Values, working practices and commitment to Equality, Diversity and Inclusion | 2 | Executive Director for People and Organisational Development |